

## **JIM HURLBURT, Attorney, ADR Service Provider**

1002 Rodeo Drive, Colleyville, Texas 76034

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(817) 675-7222 cell

jimhurlburt@firesideconsultingandlaw.com

### **CAREER SUMMARY**

Unique, broad experience as attorney, mediator, consultant, coach and business professional. Last 15 years employed as attorney in Labor Relations for Warren Buffett's BNSF Railway. Arbitrated thousands of cases on BNSF's behalf, represented BNSF in multiple federal agencies and federal courts as oral and written advocate, providing expert witness and Federal Rule 30 (b)(6) corporate representation. Legal expertise includes litigation, contract negotiations and administration, arbitration, dispute resolution, conflict management, mergers/acquisitions and general legal counsel. In June 2021, launched Fireside Consulting & Law, designed to leverage 25 years in the professional services described above.

### **PROFESSIONAL EXPERIENCE**

#### **FIRESIDE CONSULTING & LAW PLLC, Colleyville, Texas**

**June 2021**

Practice areas to include Railroad Law, Construction Law, Insurance Defense, Eminent Domain, General Business Litigation, Estate Planning, Mediation, and Arbitration. Consulting areas focus on performance management, leadership and culture development. Provide business coaching for executives and corporate training in conflict resolution, ADR, and negotiations. [www.firesideconsultingandlaw.com](http://www.firesideconsultingandlaw.com)

#### **BNSF RAILWAY, Fort Worth, Texas**

**2005 - 2021**

BNSF is Berkshire Hathaway's largest entity and second-largest railroad in North America. Held various positions in Labor Relations over my 15-year career, including:

**General Director, Labor Relations.** Report to Vice President of Labor Relations. Responsibilities include employee engagement and continuous improvement initiatives relative to BNSF's 40,000 plus scheduled workforce, negotiation of collective bargaining agreements, operational changes, mergers and acquisitions. Board member on numerous Public Law Boards and arbitrated thousands of claims related to various union disputes and employment termination. Frequent speaker on Negotiations, Arbitration, and ADR.

**Director of Employee Performance, Labor Relations:** For 4 years was responsible for management and enforcement of BNSF's discipline policy (PEPA), BNSF safety rules and federal laws affecting scheduled workforce. Represented BNSF before the Federal Railroad Administration's Locomotive Engineer Review Board.

#### **RLG INTERNATIONAL, Management Consultants, Vancouver, B.C.**

**2005 - 2006**

**Project Manager,** Bell Helicopter, V-22 Osprey. Performance improvement, change management and conflict management for Union and Management. Leadership training and business coaching.

#### **BROWN, DEAN, L.L.P., Fort Worth, Texas**

**2002 - 2005**

**Associate:** Commercial and Industrial Insurance Subrogation. Insurance Defense. General Business Litigation. Eminent Domain Litigation.

**RLG INTERNATIONAL, Management Consultants, Vancouver, B.C** **2000 – 2002**  
**Project Manager**, Pulp and Paper. Performance consultant for 24-month company-wide improvement initiative at Potlatch Corp. in Lewiston, Idaho. Recognized by clients for use of innovative tools and lasting behavior change. Awarded RLG's 2001 Rookie of the Year.

**HARRIS COUNTY ATTORNEY'S OFFICE, Houston, Texas** **1997 – 1999**  
**Assistant County Attorney**: Trial Bureau. First Chair experience in over 150 Eminent Domain value litigation hearings.

**BILL RUSSELL, P.C., Victoria, Texas** **1995 – 1997**  
**Associate**: General Business Civil Litigation

**DOMINGUE & SMITH, L.L.P., Houston, Texas** **1994 – 1995**  
**Associate**: Commercial and Civil Litigation

#### **BAR ADMISSIONS AND PROFESSIONAL ASSOCIATIONS**

Texas Bar (1994)  
United States District Court: Southern District of Texas (1995), Northern District of Texas (2002)

Texas Bar Association (including Member Labor and Employment, and ADR Sections), Tarrant County Bar Association

Texas Mediator's Certification (2010)

#### **EDUCATION**

**REGENT COLLEGE**, Vancouver, University of British Columbia **2015**  
Graduate Diploma

**BAYLOR LAW SCHOOL**, Waco, Texas **1994**  
Juris Doctor

**BAYLOR UNIVERSITY**, Waco, Texas **1988**  
B.A. in Business Administration  
Sigma Chi Social Fraternity

**TEXAS CHRISTIAN UNIVERSITY**, Fort Worth, Texas **1985**  
Dean's List, Fall and Spring

#### **PERSONAL**

Married to Laura Hurlburt, graduate of Baylor University (B.A. English) and Dallas Theological Seminary (Masters in Christian Education). Laura is the Head of Humanities Department at Covenant Christian Academy in Colleyville, Texas. We have two sons, Sam and Ben, who are students at Texas A&M. Our daughter, Grace, is a 9<sup>th</sup> grader at CCA.